Labour Relations Agency

Annual Report 2008-09

Newfoundland
Labrador

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MESSAGE FROM THE MINISTER

In Accordance with Government's commitment to transparency and accountability and as the Minister responsible for the Labour Relations Agency, I hereby submit the Annual Performance Report for 2008-09. The report was prepared under my direction and I am accountable for the results it contains.

This document presents outcomes of the Agency's objectives and highlights achievements. The Report also focuses on future opportunities that will continue to support the Agency's commitment to promote positive employment relations in the Province.

In November 2008, I was appointed Minister Responsible for the Labour Relations Agency and, since that time, a number of positive initiatives and milestones have been achieved.

Flowing from its announcement in June 2008, Government has initiated a series of $0.50 per hour increases to the minimum wage every six months to a point where it will reach $10.00 per hour by July 2010. Government also sanctioned a new Special Project Order regulation in April 2009 paving the way for labour relations stability in relation to the construction of a new $2.2 billion hydromet processing facility at Long Harbour.

I am delighted that in 2008-09, Newfoundland and Labrador marked the lowest level of work stoppage activity in the recorded past with only a single event occurring throughout the entire year. This event is a remarkable achievement that speaks not only to the strength of the labour relations professionals employed with the Agency, but to the commitment of employers and employees to fostering positive employment relationships in workplaces across this Province.

Despite this positive development, many workplaces in Newfoundland and Labrador underwent significant challenges in 2008-09 with a number of closures and reductions taking place in response to the global economic downturn. The Agency has worked diligently to ensure that parties impacted by these events were aware of their rights and responsibilities and that required supports are in place to assist them.

I look forward to continuing to lead the Labour Relations Agency in 2009-10 and to working with employers and employees to respond to the needs of the workplace.

Susan Sullivan

Susan Sullivan, M.H.A.
Minister

LABOUR RELATIONS AGENCY - OVERVIEW

MANDATE

The Labour Relations Agency supports and promotes positive employment relations in the Province, administers minimum terms and conditions of employment, and provides workplace dispute resolution services.

These goals are pursued through the effective administration and enforcement of applicable legislation administered under the powers and duties of the Minister.

VISION

The Labour Relations Agency's vision is of an optimal employment relations climate contributing to economic growth, competitiveness and prosperity.

MISSION

The Labour Relations Agency's mission is: By 2011, the Labour Relations Agency will have enhanced the employment relations framework in the areas of legislation, employment relations data, and education.

As noted in this Report's Highlights and Accomplishments and Report on Performance sections, the Labour Relations Agency has, in collaboration with stakeholders, made efforts to bring forward and identify potential legislative reforms to the Province's employment relations framework and more detailed proposals will be considered in 2009-10. Likewise, the Agency has developed a new marketing plan aimed at increasing awareness of the Agency's programs and services, as well as the value of positive employment relations more generally. Furthermore, continuing focus on public education and outreach activities will persist to ensure that new and prospective employees and employers, including young people, have access to information regarding their respective workplace rights and responsibilities, as well as the services of the Labour Relations Agency that may be of assistance to them.

VALUES

The Labour Relations Agency's ability to promote effective employment relations requires that stakeholders have a high level of trust and confidence in the independence of the Agency's staff, and in the quality of the services they deliver.

To this end, the Agency's organizational culture promotes three key values: professionalism, respect and partnership.

LEGISLATION

The legislation administered by the Agency establishes the rights and responsibilities of employers and employees in Newfoundland and Labrador. In addition, it provides context for the Agency's policy and planning activities. This legislation includes the following:

1. *Labour Relations Act* and *Regulations*
2. *Labour Standards Act* and *Regulations*
3. *Shops Closing Act* and *Regulations*
4. *Public Service Collective Bargaining Act and Regulations (Consolidated Orders)*
5. *Fishing Industry Collective Bargaining Act* and *Regulations*
6. *Interns and Residents Collective Bargaining Act*
7. *Teachers' Collective Bargaining Act*

LINES OF BUSINESS

In delivering its mandate, the Labour Relations Agency provides services to its clients in the areas of labour standards, labour relations, and policy and planning.

Labour Standards

The Agency's Labour Standards Division administers the Province's *Labour Standards Act*, which mandates minimum terms and conditions of employment in the Province. The Division also administers the *Shops Closing Act* which sets the observance of holidays in the Province when shops must be closed. This is achieved by:

- Ensuring compliance with Labour Standards and Shops Closing legislation through investigation and enforcement;
- Investigating and mediating disputes between employees and employers;
- Offering public education and awareness seminars and consultative programs to communities and organizations, educational institutions, and various business sectors; and,
- Consulting with employees and employers on workplace matters.

Labour Relations

The Agency's Labour Relations Division is responsible for serving employees and employers who operate within the framework of the collective bargaining system as set out in the Province's *Labour Relations Act* and other collective bargaining legislation. Services include:

- Providing conciliation, preventive mediation and interest-based negotiation services to employees and employers;

- Assisting employee and employer groups with an emphasis on building constructive relationships;
- Facilitating the appointment of sole arbitrators or nominees to arbitration boards, when requested; and,
- Providing training in dispute resolution.

Policy and Planning

The Agency's Policy and Planning Division is responsible for the provision of information and research related to the employment relations climate of the Province and for the review and enhancement of the Agency's policies, programs and services. This is also pursued indirectly through the effective administration of provincial labour legislation. Division services include:

- Analyzing, maintaining and providing statistical information relating to the Agency's core lines of business, objectives, programs and activities;
- Researching labour relations and labour standards issues;
- Providing information and research services with respect to the Province's employment relations environment;
- Facilitating the evaluation and continuous improvement of policies, programs and services;
- Providing support and advice to the Agency Executive and to the Minister responsible for the Labour Relations Agency;
- Updating and monitoring the Agency's Strategic Plan and Annual Reports;
- Ensuring the Agency's participation in initiatives both Government-wide and with other federal/provincial/territorial governments; and,
- Developing and maintaining partnerships with relevant provincial and national organizations and Ministries of Labour.

STAFF

The Labour Relations Agency employs 26 employees in its various divisions and locations (14 female, 12 male). (See the Agency's organizational structure, page 5)

OFFICES

The Labour Relations Agency has offices located in St. John's and in Corner Brook.

CONTACT THE AGENCY

Phone: (709) 729-2711 / 2742 (St. John's) (709) 637-2367 / 2364 (Corner Brook)
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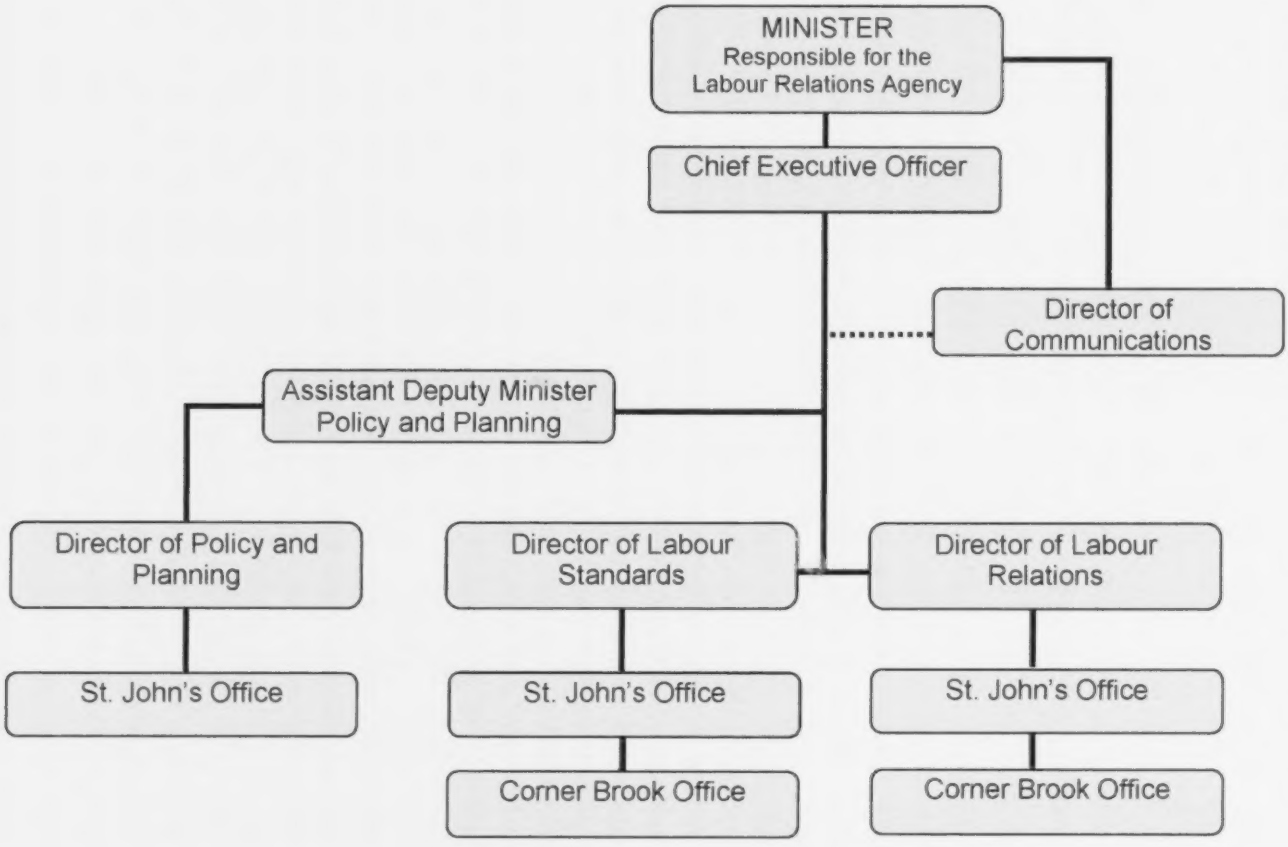
LABOUR RELATIONS AGENCY - ORGANIZATIONAL STRUCTURE



SHARED COMMITMENTS

The Labour Relations Agency supports Government in reaching its overall goals and objectives. In particular, the Agency's work in facilitating positive employment relations in Newfoundland and Labrador helps to contribute to the growth of our economy and support job creation. In 2008-09, the Agency continued this work, as an active partner in the labour-business-government Strategic Partnership Council, and as a partner of several departments and agencies in relation to a variety of Government-wide initiatives.

Strategic Partnership Council

The Labour Relations Agency chairs the tri-partite Employment Relations Committee of the Strategic Partnership Council (SPC). The Committee serves as a forum for employers, labour and Government to discuss matters impacting the employment relations climate of the Province, and has become an important vehicle for parties to discuss employment relations issues and amendments to provincial labour legislation.

In the tradition of past success, the Labour Relations Agency continues collaborative discussions with employee and employer representatives with respect to the review of the *Labour Relations Act* and other statutes. This process has been preceded by a number of incremental legislative improvements that were enacted in 2006-07 and 2007-08 and has improved the employment relations framework in Newfoundland and Labrador. This multi-year initiative has culminated in a comprehensive review of the *Labour Relations Act* and other pieces of labour legislation. At the end of 2008-09 and into 2009-10, parties to the process submitted their legislative priorities to the Employment Relations Committee and analysis was initiated. The consolidation of these proposed amendments will be discussed in detail by the parties throughout 2009-10 and proposals for change will be advanced to Government for consideration.

The Labour Relations Agency is also working collaboratively with labour, employer and government representatives of the SPC to examine best practices and methods for measuring a jurisdiction's labour relations climate. Detailed research, which will be initiated in 2009-10, will provide a better understanding of jurisdictional differences in measuring and reporting these indicators and facilitate improvements to local methods of defining, measuring and reporting labour relations data. Work planning in this area will complement the Agency's continuing commitment to utilize evidence-based analysis to support our efforts to achieve the Minister's employment relations strategic direction.

Poverty Reduction Strategy

Through the Labour Standards Division, the Labour Relations Agency continued to play a key role as part of an interdepartmental working group to support Government's Poverty Reduction Strategy in 2008-09. While the broader initiative engaged in various consultations with individuals living in poverty, the community and the general public in a dialogue on the strategy's themes, goals and objectives, the Agency facilitated Government's review and analysis with respect to increasing the minimum wage.

Raising earned income and enabling greater self-reliance are key components of the Poverty Reduction Strategy and this tangible measure to raise the minimum standard for wages in the workplace is a significant measure to assist employees in Newfoundland and Labrador.

Assistance for Displaced AbitibiBowater Mill Workers

Following the announced closure of the AbitibiBowater Paper Mill in Grand Falls-Windsor, Government quickly mobilized and created a Ministerial Task Force to respond to the closure and to provide supports to employees who were going to be displaced. Career Work Centers were established by the Department of Human Resources, Labour and Employment in the central region to provide direct job support assistance to workers. Staffed by Labour Market Adjustment Specialists, these centers provide a full range of individualized services including: career counseling; transition supports; job search skills; resume writing; as well as skills assessment and training. In support of these efforts, the Labour Relations Agency's Labour Standards Division provided in-person information to many different parties to ensure that they were aware of the rights and responsibilities of employees and employers under provincial labour legislation stemming from the closure.

HIGHLIGHTS AND ACCOMPLISHMENTS

The Labour Relations Agency provides a range of programs and services that assist employers and employees in creating a positive employment relations climate in Newfoundland and Labrador. To support this, the Agency works collaboratively with employer and labour partners to promote and achieve positive labour relations and sound employment standards.

Highlights of the activities in 2008-09 include:

Minimum Wage

Following extensive public consultations in the Winter of 2008, Government announced in June 2008 that a series of incremental increases to the minimum wage would be implemented whereby the provincial minimum wage would go from $8.00 per hour to $10.00 per hour in four $0.50 per hour increases every six months beginning on January 1, 2009 and ending on July 1, 2010.

This action, which was facilitated by extensive evidence-based analysis and support from the Labour Relations Agency, is one part of an overall balanced approach of improving earned income levels for low wage workers, while providing sufficient lead time so that businesses could plan for the phased increases to the minimum wage over a two and a half year period.

Vale Inco Processing Plant Special Project Order

In early April 2009, Government announced that, in accordance with authority under Section 70 of the *Labour Relations Act*, it had approved the issuance of the *Vale Inco Long Harbour Processing Plant Special Project Order*, in relation to the construction of a $2.2-billion hydromet facility in Long Harbour, Newfoundland and Labrador.

A Special Project Order (SPO) provides labour relations stability for the duration of a construction project. It does this by sanctioning the establishment of a labour relations framework that is uniquely tailored to the requirements of a particular project. In sanctioning that framework, the SPO also prohibits strikes and/or lockouts for the duration of the project and provides security that large-scale developments can proceed in a secure labour relations environment to the benefit of both employer and labour stakeholders.

Through extensive analysis and in liaison with stakeholders in late 2008-09, the Labour Relations Agency was able to facilitate Government's review of the joint request of the Resource Development Trades Council of Newfoundland and Labrador (RDC) and the Long Harbour Employer's Association (LHEA) for a SPO in relation to the construction of the Vale Inco processing plant.

The construction phase of this project, which commenced in April 2009, will take approximately four years and will result in the completion of a $2.2-billion facility that is projected to produce 50,000 tonnes of nickel per year using concentrate from the Voisey's Bay mine in Labrador.

Changes to the *Workplace Health, Safety and Compensation Act*

In April 2008, the Provincial Government released its Action Plan in response to the 44 recommendations contained in the 2006 Report of the Statutory Review Committee on the *Workplace Health, Safety and Compensation Act*. The Action Plan contained numerous initiatives whereby the Workplace Health, Safety and Compensation Commission (WHSCC) was requested to take measures aimed at strengthening client services, reducing claim duration, supporting early and safe return to work, and enhancing the role of the WHSCC in injury prevention and occupational disease.

On April 2, 2009, the Honourable Susan Sullivan, Minister of Human Resources, Labour and Employment, introduced Bill 7, an *Act to Amend the Workplace Health, Safety and Compensation Act*, into the House of Assembly to respond, in part, to items identified in the Action Plan. Bill 7 contained legislative changes aimed at enhancing governance within the WHSCC Board of Directors, by adjusting its future representation to include a minimum of one board member recommended by the Newfoundland and Labrador Employers' Council, a minimum of one board member recommended by the Newfoundland and Labrador Federation of Labour and one board member representing injured workers. While the total number of board members will remain unchanged, it was noted that these changes would strengthen the valuable contributions stakeholders make at the board level.

The Bill also contains clarification that an employer is obliged to re-employ a worker for a two-year period from the date of disability, rather than the date of injury. This development ensures that injured workers have access to the full two-years of re-employment obligation whenever their injury requires that they leave the workplace. Bill 7 received Royal Assent on May 28, 2009.

International Labour Issues

The Labour Relations Agency, in consultation with other affected departments and agencies, is responsible for preparing the Province's position on international labour issues as requested by the International Labour Organization (ILO). To ensure the Province's efforts to support Canada's work in the area of international labour affairs are met, the Agency also collaborates with other provincial Ministries of Labour and the federal Department of Human Resources and Skills Development Canada.

In 2008-09, the Agency completed eight (8) significant requests from the ILO and participated in a number of intergovernmental consultations and meetings with the Government of Canada on various international labour matters, including: HIV/AIDS In the World of Work, Forced Labour, Small and Medium Size Business and Tripartite Consultation.

Through the Canadian Association of Administrators of Labour Legislation (CAALL), the Agency worked closely with federal/provincial/territorial (F/P/T) counterparts to assist in the implementation of the first year of a three-year strategy whereby F/P/T jurisdictions assess various international labour priorities, including the review of a number of ILO Conventions.

Labour Relations Agency Education and Outreach Activity

In 2008-09, the Labour Relations Agency continued its efforts to reach out to employers, employees, and future employees through its education and outreach programs. Education and promotion was identified as an operational priority within the Agency's 2008-11 Strategic Plan and is a critical area of focus for the Agency in addressing its strategic direction of a recognized stable employment relations climate conducive to economic growth.

In 2008-09, the Agency's Labour Standards Division completed 37 presentations with 1,269 participants. Although this was a slight decrease in the number of presentations, the Division was able to expand its education and outreach to include new organizations such as the Canadian Manufacturing Association and Service Canada. The Agency also undertook 155 preventive workplace interventions which are designed to strengthen overall compliance and ensure that employers and employees are aware of the functions and services provided by the Agency.

When AbitibiBowater announced the closing of the Grand Falls-Windsor Paper Mill, the Division was actively involved in the provision of information to the employees who lost their jobs. This was part of the Employment Transitions Services implemented by Government to assist those directly affected by the closure.

The Labour Standards Division now also provides employment standards information to the public in French, Mandarin and Spanish. Translations into Arabic and Filipino are now being drafted, while translations into aboriginal languages, including Inuktitut and Innu-eimun, are in progress in consultation with the Department of Labrador and Aboriginal Affairs.

The Labour Relations Division was also active in the area of education and outreach during 2008-09. Throughout the year, conciliation officers continued to promote the Preventive Mediation Program (PMP) through consultations with unionized employers and employees. PMP is a program that assists employers and employees, with the aid of a mediator, to work together to improve communications, increase cooperation and resolve workplace issues through joint problem-solving. The PMP encourages a shift to a more positive labour relations environment and promotes responsible collective bargaining in the Province.

In 2008-09, the Labour Relations Division took on a more proactive approach with the joint problem-solving component of the PMP. Since its inception, the PMP has been request driven. However, in an effort to increase awareness of effective labour relations, the Division decided in late 2008-09 to pilot three separate offerings of the joint problem-solving training within the public sector early in the next fiscal year. The response to the initial offering was profound and additional training sessions have been arranged for the Spring and Fall of 2009 with approximately 500 participants scheduled to participate. In follow-up to the recent announcement of a Special Project Order in relation to the construction of Vale Inco's hydromet facility in Long Harbour, the Labour Relations Division will also provide similar problem-solving training to support workplace parties involved with this significant economic development project. Further private sector applications of this training will be considered in 2009-10.

REPORT ON PERFORMANCE

In its Strategic Plan 2008-2011, the Labour Relations Agency identified two strategic issues aimed at promoting a positive employment relations environment, improving competitiveness and increasing productivity. While progress on some of these goals has already been briefly discussed in the preceding sections, the following presents a more detailed account of the Labour Relations Agency's performance in these areas during the 2008-09 fiscal year:

Issue 1: Increased Awareness of Effective Employment Relations

The characteristics of the workplace in Newfoundland and Labrador are changing. As in previous years, many sectors continued to face challenges in attracting and retaining qualified staff. Yet while issues relating to staff turnover, compensation and productivity are closely monitored by workplace parties, the Province has also been impacted by the profound consequences caused by the recent global economic decline. This decline

has impacted many employers and employees in Newfoundland and Labrador workplaces. Particularly impacted have been those involved in natural resources and small and medium sized business, as they have had to bear significant challenges during this recessionary period.

As a result of this turbulence, the programs and services of the Labour Relations Agency continue to be of profound importance to employers and employees. Knowledge about workplace rights and responsibilities, as well as services to facilitate enhanced communication and dialogue within workplaces, remains critical to ensuring that parties are both informed and supported.

Optimum employment relations require that employers and employees have access to information about the proactive services that are available to assist in the prevention and resolution of workplace issues. Knowledge and awareness of employer and employee rights and responsibilities within the workplace are key drivers that can impact employment relations. In year one of the Labour Relations Agency's 2008-2011 Strategic Plan, the Agency developed a plan to increase awareness of effective employment relations through a concentrated focus on marketing. Indeed, the Agency has successfully developed a marketing plan in 2008-09 and has outlined an approach to increase public awareness of the Agency, its programs and the valuable services available to support positive employment relations.

These efforts directly respond to the Minister's employment relations strategic direction and will support an environment that will provide a stable employment relations climate conducive to economic growth.

Goal 1: By 2011, the Labour Relations Agency will have increased awareness of effective employment relations through the development of a marketing plan and increased education and outreach activities.

2008-09 Objective: By 2009, the Labour Relations Agency will have developed a marketing plan.

Measure: Development of a marketing plan.

INDICATORS	ACCOMPLISHMENTS 2008-09
Appropriate process for capturing baseline data determined	• In March 2009, the Labour Relations Agency developed a marketing plan to promote awareness of Agency programs and services, and to support awareness of effective employment relations. • To support the implementation of the marketing plan, the Agency piloted the delivery of two survey instruments to assist in collecting baseline data (i.e., stakeholder awareness information). The effectiveness of these

INDICATORS	ACCOMPLISHMENTS 2008-09
	instruments will be assessed in 2009-10 and further processes will be considered to supplement these methods.
Target audiences to be reached by marketing plan identified	• Target audiences to be reached have been identified in the marketing plan. • These audiences include: employers (unionized and non-unionized); employees (unionized and non-unionized); employer and labour organizations and officials; potential employees (new Canadians, students, unemployed, etc.); the legal community; youth workers; the general public; etc.
Stakeholders consulted on the identification of programs and services to be profiled	• The Labour Relations Agency consulted with employer, labour and government stakeholders on the proposed marketing plan and on specific programs and services to be identified. A specific initiative involved a presentation to the Youth Advisory Council of Newfoundland and Labrador (YAC) to promote increased awareness of labour standards information, programs and services to young workers. • A proposal to partner with the YAC, the Newfoundland and Labrador Federation of Labour and Government departments is in development
Marketing methods to be enhanced with the plan selected	• Marketing methods to be enhanced have been identified in the marketing plan. • The methods to be deployed include a variety of low cost and manageable means that will include enhancements to existing promotional material, improved media relations and public activities, and various grassroots promotional activities (continuous education outreach to current and prospective clients [educational institutions, students, employer and labour groups, etc.]).

2009-2010 Objective: The Labour Relations Agency will have implemented a marketing plan.

PERFORMANCE MEASURE	INDICATORS
Implementation of a marketing plan	• Engage a consultant to develop a new visual identity for the Labour Relations Agency. • Develop new collateral and promotional material utilizing new visual identity. • Develop a promotional campaign relating to the Labour Relations Agency, its programs and services. • Consult with labour and employer stakeholder groups regarding the development of a broader social marketing campaign pertaining to effective employment relations.

Issue 2: Enhanced Labour Relations and Labour Standards Legislation

The Province's labour legislation establishes the "rules of conduct" that govern how employees (unionized and non-unionized) and employers relate to each other and provides mechanisms for how disputes can be settled. Optimum employer and employee relations occur when the legislative and regulatory structures that support their interactions are current and reflect a balance between the mutual needs, rights and responsibilities of workplace parties.

The process of evaluating provincial labour relations legislation was initiated in 2006 in consultation with stakeholders. Since that time, a number of positive amendments have been made, thus improving our employment relations framework in relation to the operations, rules and procedures of the Labour Relations Board, through the establishment of a transparent and independent fish price-setting mechanism, and the creation of a new Labour Management Arbitration Committee. Indeed, complementary amendments to labour relations regulations were brought forward in 2008-09 to provide labour relations stability through the issuance of a Special Project Order for the construction phase of Vale Inco's nickel processing plant in Long Harbour. These cumulative improvements to labour law in the Province have provided valuable momentum that has encouraged government, employer and employee stakeholders to continue working together to improve our employment relations framework.

The primary vehicle that is being used to support additional improvements to labour relations legislation has been the Employment Relations Committee of the Strategic Partnership Council. This forum has provided the structure to facilitate quality

collaboration between parties. This legislative review requires exceptional commitment and time by the parties and a faith that shared-interest and partnership will result in a more positive end result. Parties have expressed confidence in this collaborative model and have demonstrated commitment to it. It is for that reason that the Labour Relations Agency remains encouraged that this process will continue to produce dividends.

While specific legislative amendments were not advanced in 2008-09, parties did complete their individual reviews of the legislation towards the end of the fiscal year and commencement of 2009-10, and proposals for change will be considered next year.

These efforts directly respond to the Minister's employment relations strategic direction and will support an environment that will provide a stable employment relations climate conducive to economic growth.

Goal 2: By 2011, the Labour Relations Agency will, in partnership with stakeholders, have prepared changes to legislation that support optimum employment relations

2008-09 Objective: By 2009, the Labour Relations Agency will have identified priority changes to the legislation with stakeholders.

Measure: Priority changes identified

INDICATORS	ACCOMPLISHMENTS
	• The Labour Relations Agency continued to Chair the Employment Relations Committee of the Strategic Partnership Council in 2008-09.
Stakeholder needs acquired through consultation	• Three face-to-face meetings were held during that time and significant informal support was provided to employer and labour stakeholders throughout the year to assist them as they considered the legislative proposals they wished to advance. • This consultative process culminated in the submission of their legislative priorities at the end of 2008-09 and beginning of 2009-10.
Priority legislative changes identified with stakeholders	• Priority legislative changes were identified to Government by employers and labour stakeholders in March 2009 and April 2009, respectively.

INDICATORS	ACCOMPLISHMENTS
Analysis of proposals for legislative reform initiated	• An analysis of the proposals submitted for legislative reform was not completed in 2008-09 due to the late arrival of legislative proposals from employer and labour stakeholders which were received in March 2009 and April 2009, respectively. • A consolidation of all proposals and a presentation of government, labour and employer proposals will be submitted to the Employment Relations Committee for consideration and analysis in Spring 2009.
Jurisdictional and best-practices analysis completed	• Jurisdictional and best-practices analysis of proposals for legislative change was not completed in 2008-09 as proposals were not received until late 2008-09 – early 2009-10. • Jurisdictional and best-practices analysis of key legislative proposals will be completed in 2009-10.

2009-2010 Objective: The Labour Relations Agency will have prepared and presented proposals for legislative change.

PERFORMANCE MEASURE	INDICATORS
Prepared and presented proposals for legislative change	• Consultation and analysis to consolidate proposals for legislative change with the Employment Relations Committee completed. • Support a "shared interest" review of proposals by government, labour and employer stakeholders. • Jurisdictional analysis of key legislative proposals completed. • Proposals for legislative change presented to Government for consideration.

OPPORTUNITIES AND CHALLENGES AHEAD

Public Education and Awareness

A fundamental goal of the Labour Relations Agency 2008-11 Strategic Plan is to increase awareness of effective employment relations, in part, through increased education and outreach activity. Staff with the Agency will continue to make strides in 2009-10 in implementing a marketing plan that will support a strategy to increase public awareness and to ensure that the many stakeholders and workplace parties that depend on the valuable services of the Labour Relations Agency are aware of the benefits of positive employment relations and their rights and responsibilities in the workplace. Further outreach to groups, such as the Canadian Manufacturing Association, is expected to continue and a renewed focus on young workers and other new entrants to the workplace will persist. In addition, the Labour Relations Division will continue its emphasis on promoting and delivering problem-solving training to public and private sector parties.

Continued Enhancement to the Province's Employment Relations Framework

As in previous years, the Labour Relations Agency looks forward to an ongoing, productive partnership with the labour and employer stakeholders with respect to the review of provincial labour legislation. 2009-10 will be a critical year in this regard and the Agency is confident that all parties have the drive and commitment to work together to bring forward proposals to Government that will result in positive changes to Newfoundland and Labrador's employment relations framework. Critical analysis of proposals advanced by the parties will occur in 2009-10 and, with the support of the members of the Employment Relations Committee partners, joint proposals for legislative change will be prepared and presented to the Minister Responsible for the Labour Relations Agency for review and consideration.

Minimum Wage

2008-09 was a significant year in relation to minimum wage policy in Newfoundland and Labrador as a series of incremental increases were announced which will see the minimum rate of pay in the Province rise from $8.00 per hour to $10.00 per hour by July 1, 2010. The Agency will continue to provide support to Government and notice to the public as these increases occur.

STATISTICAL OVERVIEW

Labour Relations Division

Fiscal Year (April 1 - March 31)

Conciliation	2006-07	2007-08	2008-09
# of Requests	78	63	42
Requests carried over	31	29	21
Total Conciliation Requests	109	92	63
Conciliation Settlements	77	81	53

Other Services	2006-07	2007-08	2008-09
Appointment of Arbitrator	50	109	78
Interest-Based Negotiation	1	0	1
Preventive Mediation Requests	57	97	56
Mediator Appointments	0	0	0
Special Projects	4	0	4

Labour Standards Division

Fiscal Year (April 1 - March 31)

	2006-07	2007-08	2008-09
Cases Assigned	112	141	102
Cases Concluded	97	90	118
Early Resolutions	323	330	426
Certificates of Clearance Issued	2,612	3,124	3,738
Preventive Interventions	**157 (completed)**	**167 (completed)**	**155 (completed)**
Speaking Engagements	**36 (completed)** **1,104 (participant)**	**51 (completed)** **1,411 (participant)**	**37 (completed)** **1,269 (participant)**

Other Employment-related Statistics

Work Stoppages	2006-07	2007-08	2008-09
Number of Work Stoppages	7*	9**	1
Number of Employees Involved	1,191	1,403	52
Number of Person-Days Lost	22,577	29,622	743

* 1 work stoppage carried over from 2005-06
** 3 of 9 stoppages were illegal

Work Stoppages by Selected Industry 2006-07 to 2008-09

Industry		2006-07	2007-08	2008-09
Construction	Number of Work Stoppages	1	1	0
	Employees	18	13	0
	Person-Days Lost	1,242	26	0
Manufacturing	Number of Work Stoppages	1	1	0
	Employees	63	70	0
	Person-Days Lost	2,079	35	0
Mining	Number of Work Stoppages	3	4	0
	Employees	1,085	1,205	0
	Person-Days Lost	18,702	22,040	0
Accommodations and Food Services	Number of Work Stoppages	0	1	1
	Employees	0	60	52
	Person-Days Lost	0	386	743
Health Care and Social Services	Number of Work Stoppages	0	0	0
	Employees	0	0	0
	Person-Days Lost	0	0	0
Other Services	Number of Work Stoppages	1	0	0
	Employees	9	0	0
	Person-Days Lost	463	0	0
Public Administration	Number of Work Stoppages	1	0	0
	Employees	16	0	0
	Person-Days Lost	91	0	0

Industry		2006-07	2007-08	2008-09
Motor Vehicle Sales, Repairs and Parts	Number of Work Stoppages	0	2	0
	Employees	0	55	0
	Person-Days Lost	0	7,135	0

Labour Force (Unadjusted)	2006-07	2007-08	2008-09
Population(15+)(000's)	426.9	424.1	426.9
Labour Force(000's)	253.7	251.3	254.0
Employment(000's)	216.7	218.5	218.8
Unemployment Rate	14.6%	13.1%	14.0%
Participation Rate	59.4%	59.3%	59.5%

ADDITIONAL INFORMATION

For additional statistical information about the Agency's programs and services, contact the Labour Relations Agency at:

Phone: (709) 729-2711 / 2742 (St. John's) (709) 637-2367 / 2364 (Corner Brook)
Fax : (709) 729-5905 (St. John's) (709) 637-2592 (Corner Brook)
E-Mail: labour@gov.nl.ca
Website: http://www.hrle.gov.nl.ca/lra/
Contact the Labour Standards/ Labour Relations/ Policy and Planning Divisions toll-free at 1-877-563-1063

FINANCIAL INFORMATION

Summary of Expenditure and Related Revenue
For the Year Ended March 31, 2009
(Un-audited)

Summary of Expenditure and Related Revenue For the Year Ended March 31, 2009				
Activity		**Actual Expenditure $**	**Amended Budget $**	**Original Budget $**
7.1.01	Executive Support	350,525	363,400	372,200
7.1.02	Administration and Planning	511,171	535,900	559,200
	Less: Revenue - Provincial	-	(78,000)	(78,000)
		511,171	457,900	481,200
7.1.03	Labour Relations and Labour Standards	1,099,448	1,181,200	1,099,000
	Less: Revenue - Provincial	(90,053)	(70,000)	(70,000)
		1,009,395	1,111,200	1,029,000
	Total	1,871,091	1,932,500	1,882,400

Expenditure and revenue figures included in this document are un-audited and based on public information provided in the Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2009. Audited financial statements are a requirement at the Government level and are made public through the Public Accounts process; however, the Labour Relations Agency is not required to provide a separate audited financial statement.

These figures do not reflect allocations assigned to the Labour Relations Board, the Standing Fish Price-Setting Panel or the Workplace Health, Safety and Compensation Review Division as these entities report their financial information within their own annual reports.

The following is a presentation of the program funding summary for fiscal year 2008-09.

Labour Relations Agency Budget 2008-09